

FIG. 1

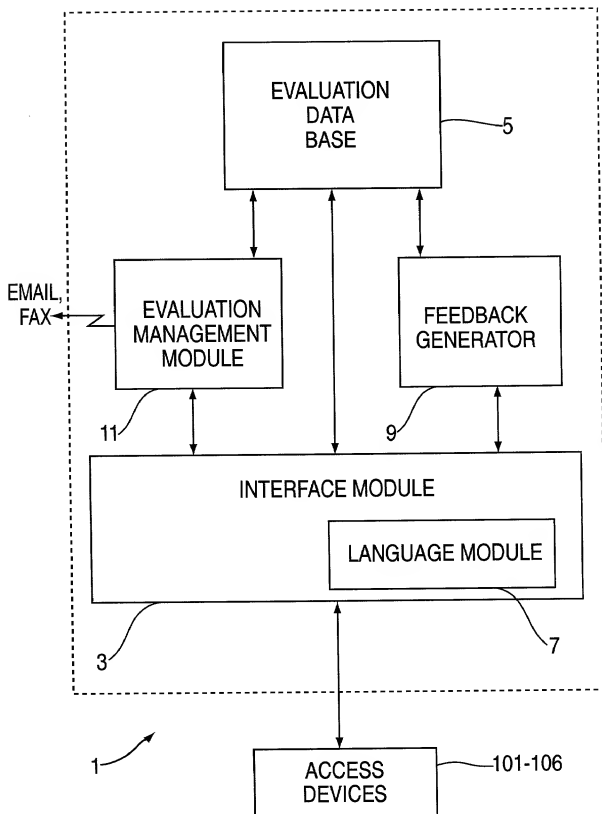


FIG. 2

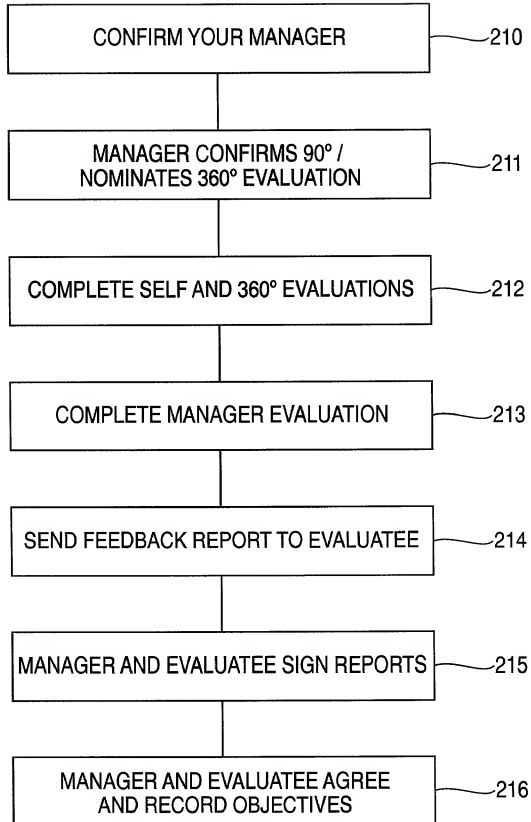


FIG. 3

300 <http://192.168.168.12:83/mg/data.ns/main?opennavigator&mpn=3840.38-Microsoft Internet Explorer>

File Edit View Favorites History Help

Address <http://192.168.168.12:83/mg/data.ns/main?opennavigator&mpn=3840.38>

< self evaluation > 360

Evaluatee Details:
Chris Taylor (chty)

360

330 to do

331 track progress

332 done

languages

change password

views on c360

360 **Show feedback** **Show objectives**

Customer Focus 310
Building and maintaining client relationships.
Meeting the needs of internal and external clients

People Focus 311
Effective teamwork
leadership and drive

Results Focus 312
Generating or saving money through operational efficiency and innovation

Values Focus 313
The principals we apply when carrying out our work

Functional/Technical Focus 314
Technical achievements and expertise specific to function

Manager Details:
Awaiting Confirmation

27 Contribution
WHAT results were achieved

341 342 343 344 345 346
01 02 03 04 05 0x

320
01 02 03 04 05 0x

HOW results were achieved

351 352 353 354 355 356
0A 0B 0C 0D 0E 0x

21 Competency
HOW results were achieved

321
0A 0B 0C 0D 0E 0x

Deadline: 323

Detail ratings: B C B A B C B C D C

Managing Customer Relationships
Influencing Others
Strategic Perspective
Cross Company Co-operation
Drive and Confidence
Leading a Team
Encouraging Diversity
Teamworking
Innovation and Change
Optimising Use of Resources
Taking and Managing Risks
Problem Solving
Work Ethic
Productivity
Professional Standards
Product and Process Knowledge
Technical Skills

Previous evaluations Print

Close Save Submit

Internet 10:47

FIG. 4

301 <http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default-Microsoft+Internet+Explorer>


File Edit View Favorites Tools Help

Back Forward Stop Search History Favorites Home

Address <http://192.168.168.13/ubs/data.nsf/main?opennavigator&language=default>

Close Save Submit Hide 907/3607 Print

< manager evaluation >

330. 

331. to do

332. track progress

done

languages

password

feedback

5A

5B

FIG. 5

Evaluatee Details:
Elizabeth Bryant (810028099)

Previous evaluations Objectives

Customer Focus 310
Building and maintaining client relationships.
Meeting the needs of internal and external clients

Evee: Elizabeth Bryant
Error 1: Angie Brett 362
Error 2: Denise Reed
Error 3: Simon Brown

People Focus 311
Effective teamwork leadership and drive

Evee: Elizabeth Bryant
Error 1: Angie Brett 362
Error 2: Denise Reed
Error 3: Simon Brown

Results Focus 312
Generating or saving money through operational efficiency and innovation

Evee: Elizabeth Bryant

320
WHAT results were achieved
1 2 3 4 5 ox
341 342 343 344 345 346

321
HOW results were achieved
A B C D E ox
351 352 353 354 355 356

323
Managing Customer Relationships
Influencing Others
Strategic Perspective
Cross Company Co-operation
Ratings made by evaluators

324
Drive and Confidence
Leading a Team
Encouraging Diversity
Teamworking
Ratings made by evaluators

325
Innovation and Change
Optimising Use of Resources
Taking and Managing Risks
Problem Solving
Ratings made by evaluators

Manager Details:
Joseph Plugh (810034008)

Deadline: 25/11/2001

Detail Competency Ratings

Detail ratings

Internet

Start Liz Bryant... Multilingual E360 Pass... http://19 EN 12:02

FIG. 5A

FIG. 5B

FIG. 5B

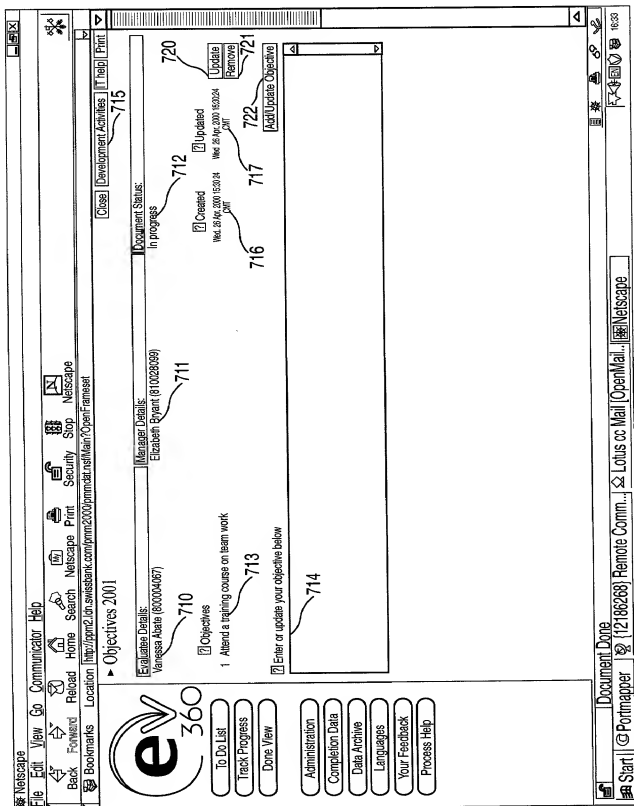


FIG. 6

NetScape

File Edit Go Communicator Tools Help

Back Forward Bookmarks Location [http://pm2.tn.swissbank.com/gpm2000/pmmain.nsf/Main/Opfer-Anreise]

Reload Home Search Netscape Print Stop Netscape Security Netscape

Feedback 2000

Client 310
Building and maintaining client relationships. Meeting the needs of internal and external clients

People 311
Effective teamwork leadership and drive

Economic 312
Generating or saving money through operational efficiency and innovation

Functional/Technical 313
Technical achievements and expertise specific to function.

Overall Rating 31

Accomplishments/Strengths test test test 413

Development Areas test test test 414

test 1 test test test test 415

test 2 test test test test 415

test test test test 415

WHAT results

Contributing to Netscape

This makes the feedback document available to the evaluatee by adding it to their to do list. Do you wish to proceed?

Yes No

410

411

412

416

Detail Competency Ratings

Strategic and Global Perspective

Managing Client Relationships and service

Networking and influencing across Product Co-operation

Building and Leading a Team

Teamwork

Teamwork Commitment

Promoting Diversity

Innovation and Continuous Improvement

Problem solving and decision making

Leveraging Resources

Managing Risk

Professional behavior

Professional Business Knowledge

Business technical expertise

420

421

Send to Evaluatee Sign Report IT Help Print

Close

Document Done

Start Portmapper [12186283] Rem. Lotus cc Mail [0] Exploring C.V. Microsoft Word Netscape

FIG. 7

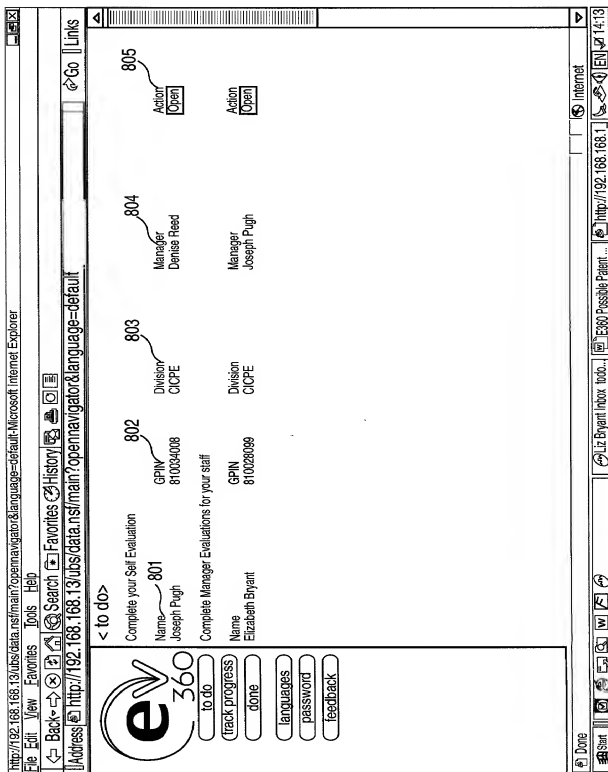


FIG. 8

900

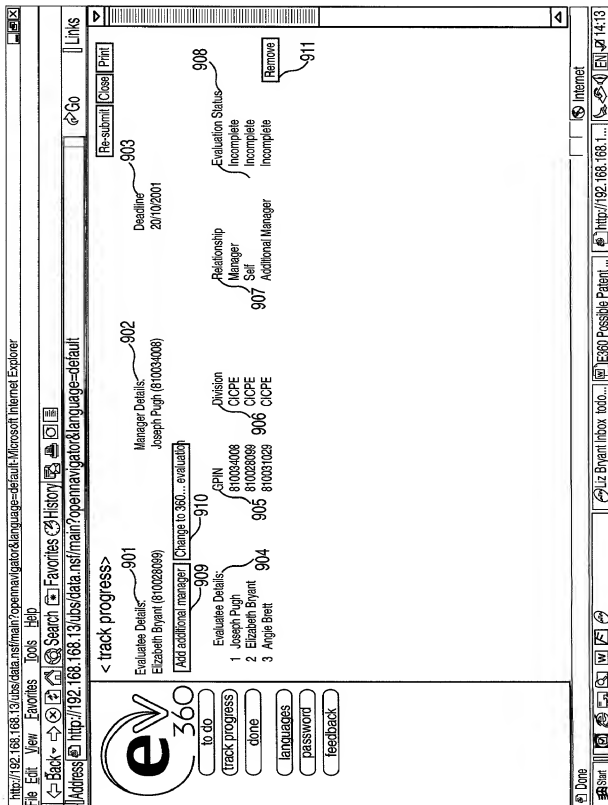


FIG. 9

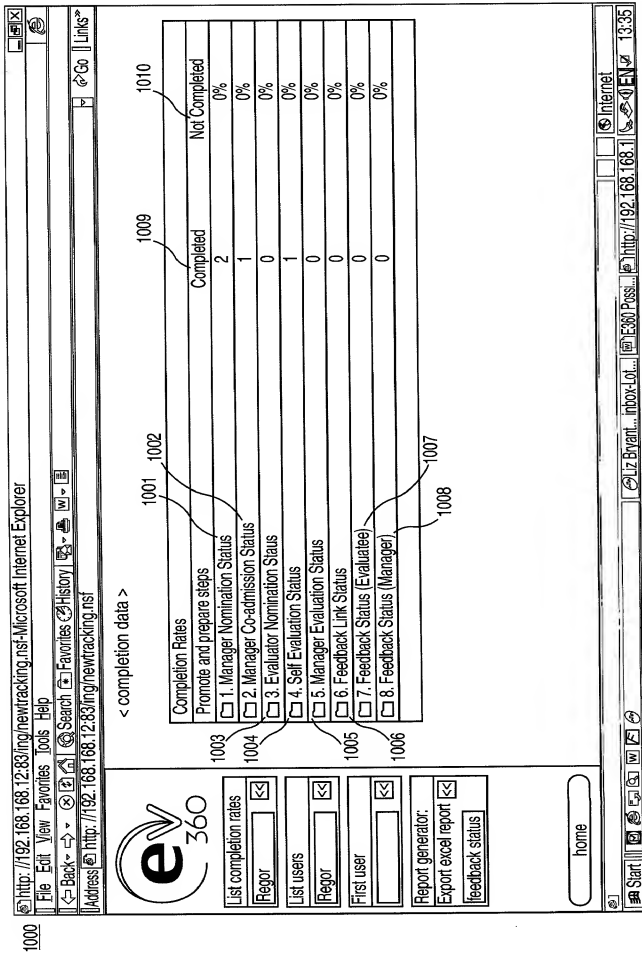


FIG. 10

1101

12/15

Evaluatee Details:

Claire Weller (810027129)

Manager Details:

John Davies (810030647)

Deadline

25/11/2001

Previous evaluations

Objectives

310

[?] Contribution

WHAT results were achieved

[?] Competency

HOW results were achieved

Detail
Competency
Rating

Customer Focus
Building and maintaining
client relationships.
Meeting the needs of
internal and external clients

O1 O2 O3 O4 O5 O_xO A O B O C O D O E O_x

- Managing Customer Relations
- Influencing Others
- Strategic Perspective
- Cross Company Co-operator

People Focus
Effective teamwork
leadership and drive

O1 O2 O3 O4 O5 O_xO A O B O C O D O E O_x

- Drive and Confidence
- Leading a Team
- Encouraging Diversity
- Teamworking

Results Focus
Generating or saving
money through operational
efficiency and innovation

O1 O2 O3 O4 O5 O_xO A O B O C O D O E O_x

- Innovation and Change
- Optimising Use of Resources
- Taking and Managing Risks
- Problem Solving

Functional/Technical Focus
Technical achievements
and expertise specific to
function

O1 O2 O3 O4 O5 O_xO A O B O C O D O E O_x

- Professional Standards
- Product and Process Knowledge
- Technical Skills

Overall rating

O1 O2 O3 O4 O5 O_xO A O B O C O D O E O_x

413

Accomplishments/Strengths

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos países y culturas.

Da una respuesta muy rápida a las preguntas del cliente.

Toma en consideración las opiniones de los demás.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414

Development Areas

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.

Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en sí para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

FIG. 11A

evaluacion del genrente

1102

13/15

Cerrar Guardar Presentar

<Detalles del evaluado>

Claire Weller (810027129)

aluciones pasadas Objetivos

310'

fogue en los clientes
onstruir y mantener
laciones con clientes.
Responder a las
ecesidades de clientes
ternales y externos.

01 02 03 04 05 0x

Contribución
QUE resultados
estaban alcanzados

0A 0B 0C 0D 0E 0x

Competencia
COMO se alcanzo a
los resultados

Detalles del generente:

John Davies (810030647)

Fecha de entrega:

25/11/2001

Valoraciones de
competencia

Valoraciones

- Administrar relaciones concientes
- Influir los demás
- Perspectiva etológica
- Cooperación dentro de la em

Valoraciones

foque humano
Trabajo de equipo.
derazgo y empuje
fectivo.

01 02 03 04 05 0x

0A 0B 0C 0D 0E 0x

- Empuje y confianza.
- Dirigencia de un equipo.
- Apoyar la diversidad
- Trabajar en equipos.

Valoraciones

nfoque en los resultados
enarar o ahorrar dinero
o operaciones efiaes y
innovadores

01 02 03 04 05 0x

0A 0B 0C 0D 0E 0x

- Innovación y cambio
- Optimar el empleo de recurrs
- Tomar y administrar riesgos
- Resolución de problemas

Valoraciones

nfoque funcional/econmical
ogros técnicos y
especialización específico
la función

01 02 03 04 05 0x

0A 0B 0C 0D 0E 0x

- Normas profesionales
- Conocimiento del producto y proceso
- Capacidades técnicas

Valoración global

01 02 03 04 05 0x

0A 0B 0C 0D 0E 0x

413'

Logros/Fuerzas

Organises/prioritises own work and time effectively. Argues a case logically, justifying own efforts. Piloted user groups/hardware workshop. Assisted hardware/electronics research enterprises. Shows respect for individual diversity. Takes into consideration other's ideas.

Plans/organises projects well applying Project Management skills. Shows understanding of what other teams/departments do.

Trabaja muy bien miembros de su equipo de distintos paises y culturas.

Da una respuesta muy rapida a las preguntas del cliente.

Toma en consideracion las opiniones de los demas.

Siempre da apoyo a su equipo y asegura que todos dan sus opiniones.

414'

Terreno de desarrollo

Effectively uses business skills required for the role to support the achievement of objectives.

Works and interacts well with team members of different cultural and personal backgrounds.


Seeks opportunities to increase knowledge and experience of cultural differences.

Debe tener la confianza en si para sugerir sus ideas propias. Necesita entrenamiento en la presentación de ideas.

FIG. 11B

14/15

1200



< vendor evaluation >

Vendor Details: BDE Technology (2006)

VRM Details: Claire Reed (20001)

Deadline: 30/03/2001

1208

1209

1207

Close Save Submit Print

to do

track progress

done

languages

password

feedback

1201 Importance

Value of this performance area

Commercial ☐ 1 ☐ 2 ☐ 3 ☐ x

Considerations ☐ Excellent ☐ Satisfactory ☐ Poor ☐ Unsatisfactory ☐ x

Please complete detail ratings for this criteria

1202 Performance

What results were achieved

Support and After Sales ☐ 1 ☐ 2 ☐ 3 ☐ x

Functionality and Performance ☐ 1 ☐ 2 ☐ 3 ☐ x

Technical ☐ 1 ☐ 2 ☐ 3 ☐ x

Overall rating ☐ 1 ☐ 2 ☐ 3 ☐ x

1203

Please complete detail ratings for this criteria

1204

Please complete detail ratings for this criteria

1205

Please complete detail ratings for this criteria

1210

Action Plan

1211

Future Strategy

1207

Detail Performance Ratings

Detail Ratings

Excellent

Excellent

Poor

Detail Ratings

Excellent

Poor

FIG. 12

1300 <http://192.168.136360V110/datacentre.nst-Microsoft Internet Explorer>

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites History Print W W

Address <http://192.168.136360V110/datacentre.nst>

Save configuration

< set-up evaluation > 1301 1320

Evaluation model setup 1302

Competency areas

Customer Focus
People Focus
Results Focus
Functional/Technical Focus

Create Update Remove

Evaluation options

☒ Include contribution ratings in evaluations
☒ Include competency ratings in evaluations
☒ Use detail ratings in evaluations
☒ Include overall ratings in evaluations
☒ Include blank "X" rating for competency areas

1304

Comment area and ratings model setup 1303

Comment areas

Accomplishments/Strengths
Development Areas

1,2,3,4,5
A,B,C,D,E

Create Update Remove

Ratings models

Contribution ratings model 1311
A,B,C,D,E

Competency ratings model 1312

1315

Detail competency area setup 1316

Detail competency areas

Customer Focus: Cross Company Co-operation
Customer Focus: Managing Customer Relationships
Customer Focus: Influencing Others
Customer Focus: Strategic Perspective
People Focus: Drive and Confidence
People Focus: Leading a Team
People Focus: Encouraging Diversity
People Focus: Teamworking

1305

1307

Create Update Remove

1308

Start Internet

config - Microsoft Word Ashley Brown... Inbox... http://192.168.168.1 13:35

FIG. 13

1306